

**To the Mayor and Members of the City Council****August 11, 2015**

Page 1 of 2

SUBJECT: POLICE CHIEF SEARCH UPDATE

The purpose of this report is to provide an update on the recruitment of a City of Fort Worth Police Chief.

The executive team has reviewed applications, supplemental questionnaires and video interviews of candidates for the position and has narrowed the field to eight candidates. These eight candidates are currently undergoing a thorough background check. Once this is completed the finalist group will be narrowed to five or six and made public, this is expected to occur during the last week in August. The preliminary dates of the finalist process are September 10th and 11th.

As mentioned previously, I am committed to an open, inclusive finalist process that will involve several days. Below is an outline of how the process is scheduled to unfold:

Day One

Morning – Candidates will tour the City

Lunch with selected department heads

Afternoon – Candidates will rotate through a number of interview panels consisting of:

- Executive Panel consisting of the Assistant City Managers, Finance Director, City Attorney, etc.
- Police Management Panel composed of the Police Chief and other management personnel.
- Department Director Panel with representatives from departments that regularly interact with the Police Department including Fire, Code Enforcement, Municipal Court, Law and Finance.
- Police Labor Panel representatives of both Civil Service and general government employees.
- Volunteer Panel that includes members from such organizations as Citizens on Patrol (Code Blue), Ministers Against Crime, Clergy and Police Alliance Program, Community Advisory Board and the Community Emergency Response Team (CERT).
- Business Panel that includes representatives from the various Chambers, Downtown Fort Worth, Inc., etc.



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Page 2 of 2

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Evening – Two events will take place and are preliminarily scheduled to take place at the Bob Bolen Public Safety Complex.

- **Mayor and City Council Members Reception** to meet and mingle with the candidates from 6 – 7 p.m.
- **Community Forum** where members of the public can meet and listen to candidates answer questions from 7 – 9 p.m. The City's Communication and Public Engagement Office will solicit questions from the public in advance of the forum.

Day Two

- Candidates will complete their rotation through the interview panels.
- The consultant will debrief panels and provide the information to the City Manager.

All individuals who participate in the process will have the opportunity to provide input to the City Manager as he considers his decision.

The Mayor and Council may continue to expect regular updates on the status of the recruitment process for the Police Chief.

David Cooke
City Manager